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Reviewed by: Caroline Mansfield
Approved by: Junior Committee
Date: 28/02/2018
Due for review: February 2019

FHC Junior Selection Policy

1. Background

This policy refers to those teams in Hockey Victoria run competitions, and so does not include our intra-club under 10 or under-8 competitions, where friendship requests and balanced teams are considered more than other factors.

1.1. The purpose of this policy.

Our club actively encourages hockey participation by both boys and girls and, on their behalf, we wish to ensure that the selection process for all our junior teams is just and fair.

1.2. Club vs. Individual

Selection processes and policies are not straight forward, as the needs of the club as well as the needs of the individual must be considered.

The 'needs of the club' refers to matters such as:

- helping our teams to be competitive in the grade in which they are entered.
- helping our teams to either stay in Shield or 'A' grade level, or win promotion to that level the following season.
- providing appropriate exposure of some players to a higher level of hockey in order to develop their skills for the coming season.

1.3. Competition vs Skill Development

For the U8 and U10 intra-club (Super League) levels, the club promotes the development of skills in preference to the competitive aspects of hockey.

For our U10A teams and above through to U16, emphasis is increasingly placed on competition, so that by the time players reach the U16 level, they are exposed to high level skill development accompanied by competitive team strategies.

1.4. We're volunteers

All players and parents are asked to understand that selection duties at FHC juniors are carried out by (well qualified!) volunteers.

1.5 Too little time

We support children being given the opportunity to try other sports over the summer period, and that might often mean a very small 'window' of time being available for selectors and coaches to select and prepare teams for the start of the junior season. We'll do as much as we can given these limitations, and those caused by school holidays, etc.

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1.6. Codes of Behaviour

FHC has adopted HV's 'Codes of Behaviour' for players, parents, coaches, administrators and spectators. We reserve the right to veto the selection of any junior player who breaches their relevant code, or any player whose parents breach the code.

2. Selection Background

2.1. Pre-season 'streaming' of players.

At the beginning of the season FHC will undertake a process to 'stream' players into squads for each grade as required. This 'streaming' will involve our supervised training sessions, and specific selection trials. The selection committee will seek advice from age-group coaches re: their observations from the training sessions.

2.2. Trials open to all registered players.

Trials to select our Shield/ 'A' team players in each age group are open to all players registered to play for FHC in a particular age group.

2.3. Cut-off date for indicating trialling interest.

Players wishing to be included in Shield/ 'A' teams selection processes will be asked to indicate their desire by the week preceding the trials.

2.4. Unavailable for the trials?

Eligible players unavailable for training/trials can request consideration for selection based on prior performances.

2.5. Squads are changeable during the season.

Selection squads are not 'cast in stone'. Factors such as rapid improvement/development, injuries and unavailability may lead to players changing squads during the season.

3. Selection Trial Procedure

3.1. It is strongly recommended that players be at the ground, fully dressed/kitted up, a minimum of 15 mins before selection session commences.

3.2. Each player trialling will be given a numbered bib to wear.

3.3. Bibs will be color-coded, so no dark/light shirts required.

3.4. Selectors may choose to conduct drills and/or games as part of the selection process.

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4. Selection Criteria

4.1. Key criteria in the selection process will include:

- Skill level and technique (general)
- Tactical awareness
- Skills required for specific positions
- Fitness, strength, speed, endurance, agility and flexibility
- Competitive ability
- Attitude and behaviour
- Potential to improve

4.2. The selection process may continue over the first month of the season, with the coaches and selectors watching games closely to observe player suitability, improvement etc.

5. Club position on playing in a higher age group (full season)

5.1. Play in your age-group.

Players are expected to play the season in the age group that corresponds to their year of birth. For example, the U12 age group would consist of players celebrating their 11th or 12th birthday that year.

5.2. Requesting involvement in a higher age group.

Players wishing to play in a higher age group than their own must submit a written request to the Junior Section Director, before the selection trials, stating their reasons for an exemption.

In certain circumstances, the Junior Selection Committee may recommend that a player be allowed to play in a higher age group.

Whilst each case will be considered on its merits, the Selection Committee shall consider factors including; team balance in specific age groups, family dynamics, the skill level of the player in question and other logistical reasons. The decision will be a balance based on the needs of the club vs. the needs of the individual.

5.3. Consultation between administrators / coaches and selectors.

In normal circumstances the Selection Committee/ Junior Section Director will consult with the age-group co-ordinators/coaches of the lower age-group before selecting a player to play for the whole season or temporarily in a higher age-group.

5.4 Occasional playing up an age level

At times, a team in a higher age group may request that a younger player play 'up', particularly during times of player shortage due to illness, holidays. Injuries etc. This will be coordinated through the age group coordinators, in order to ensure that no player jeopardises their ability to

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play in finals for their primary team. Additionally, all requests will be made to the parent/guardians, for overall load on individual players to be considered.

6. Selection of Girls in Mixed Teams

6.1. Girls-only teams are compulsory from U10's onwards.

Hockey Victoria, and FHC, expects girls to play in girls-only teams from the U/10 HV half-field comp and upwards. In 2018, girls only and boys only teams will be mandated in the U10 and U12 competitions. The following link provides rationale for this recommendation:

[U12 girls 2018 letter to parents.pdf](#)

6.2. Why FHC supports the HV girls only initiative.

FHC supports this HV initiative, and wishes to do so for quite a few seasons ahead. We are confident in our ability to recommend girls-only hockey in the higher age groups based on the continuing high levels of coaching available to girls coming through the Club's higher graded senior teams.

6.3 Exemptions can be approved.

If girls about to play in our U14 and U16 age-group teams wish to be considered for our 'mixed' squad in their age-group, they are asked to indicate their interest well before the start of junior selection.

This should be done, in writing, to the Chairperson of the Selection Committee, via the Club's Junior Section Director. As per earlier comment, as well as the interests of the individual player, the interests of the Clubs mixed and girls-only programs will be given consideration prior to a decision being made.

Please note that it is the club's default position that girls will play in girls' teams, and so the rationale to go against this will need to be strong. At times during the season, girls may be asked to play in mixed teams due to player availability.

7. Associated policies.

This Selection Policy is to be read in conjunction with associated FHC junior section policies such as:

- The FHC Junior Section Policy on Playing Positions.
- The FHC Junior Section Policy on Time on the Interchange Bench.